



# Gender Pay Gap

2017





## Welcome to Lothian's first gender pay gap report

As with other organisations that have more than 250 employees, we are now legally obliged to report on our gender pay gap. This report focuses on Lothian Buses. Other companies within the Lothian family, with fewer than 250 employees, are not included in this report.

Using the 'snapshot' date of 5 April 2017 we have outlined within this report:

- Our 'mean' gender pay gap
- Our 'median' gender pay gap
- Our 'mean' bonus gender pay gap
- Our 'median' bonus gender pay gap
- The proportion of men who received a bonus payment
- The proportion of women who received a bonus payment
- The proportion of men and women in each quartile pay band

We are absolutely committed to the principle of equal opportunities and equal treatment for all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.



## Our findings

This report gives us the opportunity to examine and understand our own gender pay gap. We found the following:

Our mean gender pay gap is **7%**

This means the hourly rate of pay for female employees is 7% lower than men's.

Our median gender pay gap is **4%**

Our mean gender bonus gap is **75%**

This means the average bonus pay received by female employees was 75% lower than men's.

Our median gender bonus gap is **-1%**

What this effectively tells us is, on average, the hourly rate of pay for female employees within Lothian is 7% less than their male colleagues. The vast majority of organisations have a gender pay gap and the UK national average is 18%. So while we are pleased to acknowledge that our gender pay gap is significantly lower than this, we are keen to better understand why ours exists and what we can do to narrow it further.

These statistics also tell us that last year the average bonus pay received by our female employees was 75% lower than their male counterparts although it is noted that the median was actually 1% higher. These figures are not representative of a normal year as there were some exceptional payments to a small number of senior staff who have now left the company.

We have now carried out a comprehensive salary benchmarking and review process for our management team so we do not expect similar payments to occur again. We are therefore confident that these figures will change significantly next year.

### The distribution of men and women in pay band quartiles

Of those employees who are in the Upper Quartile Pay Band, **93%** are men, **7%** are women.

Of those employees who are in the Upper Middle Quartile Pay Band, **95%** are men, **5%** are women.

Of those employees who are in the Lower Middle Quartile Pay Band, **95%** are men, **5%** are women.

Of those employees who are in the Lower Quartile Pay Band, **88%** are men, **12%** are women.

The vast majority of our workforce are male. This is common within our industry and something that many transport operators, including ourselves, are actively trying to address.

Lothian is a great place to work and when people are considering their next career move we want our company to be one they aspire to join. However we are particularly keen to attract more women and create a more diverse workforce generally.

From the driver's cab to the garage, every job at Lothian is open to all. Our Board is leading by example, with two of our six Directors now being female.



## Tackling the Gender Pay Gap – what's next?

While Lothian's gender pay gap compares favourably with the UK national average we are committed to reducing the gap further. There are many factors that influence individual career choices so we will focus on those that we can influence such as:

- Reviewing and remodelling our recruitment strategy whereby one of the key strands will be how we raise our profile with females who are leaving education, considering a

career change or are already in the industry but are thinking about moving to another company. We have so much to offer and we want women to see us as an employer of choice. We have already begun this process.

- Reviewing every role before it is advertised to ensure the job description remains accurate and the salary has been benchmarked. We need to ensure that all our employees, male and female, are fairly recompensed for the role they undertake.
- Reviewing our employment policies and revising or creating these to ensure that we have a full suite of up to date policies, reflecting current employment legislation and good practice. We have already begun this work.

Any further initiatives launched or undertaken throughout the year will be reported in next year's gender pay gap report.



## Statement

We confirm that the information and data provided is accurate and in line with mandatory requirements.

**Richard Hall**  
Managing Director

**Tracey Bork**  
Head of People